AAC Transformation SLCC Initiative Recommendation Status Update

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13 Sept 2005

Agenda

- Purpose
- Recommendations by TCWs and CLTs
- Status to date
- Tracking plan
- Summary

PURPOSE

The purpose of this briefing is to provide the MILDEP a status update on the AAC Transformation recommendations made at the Senior Leaders Conference in Detroit and to explain how the actions will be tracked.

Transformation Community Workshop #1

Initiative # 15: ALT Doctrine Proponency Office

Lead: LTC (P) Jacques Azemar

MAJ James Bamburg

Transformation Community Workshop #1

- **Recommendations**
  - No Recommendations generated

- **Status**
  - The Initiative is currently on track and we are finalizing the Implementation plan

- **Tracking Plan**
  - ALT Futures Office Implementation timeline
  - ALT Futures Office Implementation plan staffing process
  - Manage Transformation Campaign Plan initiative

Transformation Community Workshop #2

Initiative #8 - Develop and Implement Civilian Operational Experience Program (COEP) Throughout Acquisition Community

Lead: Ms. Mary Ellen Elgart

COL Stephen Kreider

Transformation Community Workshop #2

- **Recommendations**
  1. <u>Define "Greening" as educating AL&T Workforce</u> on the mission of the warfighter: to include organizations, military rank/grade structure, current missions and equipment.
  2. <u>Capture existing training</u>, courses, materials and opportunities; publicize those findings and complete catalog, to include bibliographies and marketing (websites, etc.)
  3. ASC <u>create AKO webpage</u> (single site) providing updates on the greening process of the ALTWF and emerging issues.
  4. <u>Acquisition communities partner with Operational Army Units</u> "sister city concept".   Commence with pilot

Transformation Community Workshop #2

- **Status**

  - All recommendations were accepted

  - Recent actions: The AKO webpage is under construction

- **Tracking plan**

  - AAC Transformation Project Lead will monitor progress weekly

  - Monthly meetings with initiative lead

  - Brief out to MILDEP and ASC Director monthly until completion

Transformation Community Timeline/Deliverables:
Workshop #1

- **Recommendations #1 and #2 (Greening and Training opportunities)**

  - MILDEP Letter: 1 OCT 2005

  - CMD/PEO/SP Input Receipt: 30 NOV 2005

  - Marketing Strategy: 2 JAN 2006

    (i.e. Website, AL&T Article, Email Blast, etc.)

  - Publicize Opportunities: NLT 1 FEB 2006

- **Recommendations #3 and #4 (AKO webpage and Partnering)**

  - AKO Knowledge Center (Greening): 1 MAR 2006

  - MILDEP Invitation for Pilot Participants: 1 OCT 2005

  - Habitual Relationship Pilot Commences: 2 JAN 2006

  - Pilot Partnership Reports Back Findings and Disseminate to

9

Transformation Community Workshop #3

Initiative #33 – Competitive Development Group Program

Lead: Mr. Ancel Hodges

Mrs. Gloria King

Transformation Community Workshop #3

- **Recommendations**

1. Regional Director has responsibility, with the ACMAs and <u>senior leadership</u> in respective regions, to provide post CDG career development assignments.
2. Regional Directors report back through ASC to DACM.
3. CMD, ACMA and RD endorse CDG application

- **Status**

  - All recommendations were accepted.

  - Recent actions:

- **Tracking plan**

  - Monthly meetings with initiative lead

  - Focus point for ASC Director quarterly update until completion

Timeline/Deliverables on next slide

AAC Transformation
Change Leadership Team #1- Green Team
Strategic Objective #1

Mr. Mike Achord - Lead

LTC Robert Bean   Mr. Kevin Maisel

Mr. Gary Wetterhall   Ms. Karen Plushnik

MAJ Charles Mitchell   Ms. Debbie Rumpf

Ms. Sarah Corley   Mr. Steven Stegman

Mr. Tom Drinkwater

AAC Transformation
Change Leadership Team #1

- **Recommendations**
  1. Expand Initiative 15: Focus of ALT Futures Office to Include Other Acquisition personnel pillars (e.g. Program Management, Test)
  2. Move Initiative 18 (Logistics as an Area of Concentration) to STO #2/CLT#2 (Leadership Development)
  3. <u>Delete Initiative 39 (Number of AAC Military Positions)</u>

- **Status**

  - Moving initiative 18 from STO 1 to STO 2 was the only recommendation accepted.

  - Recent actions:

    - Initiative #18 changed

    - Initiative #39 now has a charter and an IPT is forming

- **Tracking plan**

  - Monthly meetings with initiative lead

  - Focus point for ASC Director quarterly update until completion

Timeline/Deliverables on next slide

AAC Transformation
Change Leadership Team #1

Timeline/Deliverables:

- Recommendation #1: (ALT Futures office)
  - Expand Focus To Include Other Acquisition Pillars (e.g. Program Management, Test): 6-12 Months After Stand-Up of ALT Futures Office

AAC Transformation
Change Leadership Team #2 – Silver Team
Strategic Objective #2

Mr. Ric Kelemen - Lead

COL Jesse Barber   Mr. Charlie Barnes

COL George Blackwell   Mr. Steve Carrano

Ms. Beth Whitaker   Ms. Kay Ward

Mr. Tom Drinkwater

AAC Transformation
Change Leadership Team #2

- **Recommendations**
  1. Create a PM Career Program series 340-13/14
  2. Designate all APM, DPM and PM positions Series 340 (improves leadership flexibility)
  3. Develop standard criteria for PM Career Program series 340-13/14
  4. Create the PM Career Program as a new ASC Transformation Initiative

- **Status**
  - Recommendations were not accepted.
  - MILDEP comments: Part of CDG program efforts.

- **Tracking plan**
  - No action required

AAC Transformation
Change Leadership Team #3 – Gold Team
Strategic Objective #3

- Lead – COL Stephen Kreider
- Ms. Lindsay Coleman   COL Peggy Carson
- Mr. Marque Cryderman   Mr. William Howell
- Mr. Steve Rienstra   Ms. Wendy McCuthcheon
- Ms. Linda Yeck   Ms. Cindy Cohen

AAC Transformation Change Leadership Team #3

- **Recommendations**

1. Issue #8 (Greening) – Support TCW recommendations

2. Issue #31 (Virtual awareness program) – Recommendation delete

3. Issue #49 (Lean Six Sigma) – Recommendation Delete

4. # 40 Institute and execute advanced education and training with industry (TWI) Civilian programs. Expand the advanced education and TWI programs to include the workforce as well.
   - Redefine program for just civilians for TWI
   - Utilize HRC TWI person to assist pilot region
   - Conduct pilot for grades 11-13 or NH2/3

5. #44 - Establish consequences for not meeting certification requirements
   - Revise memo to include quarterly metric to DACM & AAE
   - Staff memo after revision

AAC Transformation Change Leadership Team #3

- **Status/Tracking**

  - Initiative #8 (COEP Greening definition) – Recommendation accepted and will be incorporated

    - **Status**: Comments are being incorporated

    - **Tracking**: We will track this Initiative monthly until completion

  - Initiative #31 (Virtual Awareness program) – Recommendation accepted

    - **Status**: action will be processed for end of September briefing

    - **Tracking**: we will process this initiative for deletion

  - Issue #49 (lean Six Sigma) – Recommendation **not accepted**, AAE defined requirement to develop strategy for improvement of business practices

    - **Status**: Working with Mrs. Moulton to define way ahead for developing the Strategy

    - **Tracking**: We will track and brief this initiative monthly to the ASC Director

  - Initiative # 40 Recommendation accepted training with industry (TWI) Civilian programs.

    - **Status**: We are working with HRC to determine if we can expand the advanced education and TWI programs to include the civilian workforce

    - **Tracking**: This initiative will be part of a VTC discussion in October

  - Initiative #44 – (Establish consequences for not meeting certification requirements)

    - **Status**: We will revise the memo to include quarterly metric to DACM & AAE

    - **Tracking**: This initiative will be tracked monthly

Timeline/Deliverables on next slide

AAC Transformation
Change Leadership Team #3
Timeline/Deliverables:

- **Recommendations for initiative** # 40 Institute and execute advanced education and training with industry (TWI) Civilian programs. Expand the advanced education and TWI programs to include the workforce as well.
  - Pilot start end of second qtr FY06
  - Deliver executable plan – one yr later after pilot start

- **Recommendations for initiative** #44 - Establish consequences for not meeting certification requirements.
  - Revise memo – 1 Oct 05
  - Staff memo w/in 30 days after revision
  - First metric reporting to begin end of 1Qtr FY06

20

Summary of Recommendations for
Transformation Campaign Plan

- All active initiatives will be discussed and tracked monthly

- Initiatives that require special tracking will be highlighted during the MILDEP and ASC Director's monthly updates

- We will continue to build clear milestones and timelines for initiatives

Questions